

CALIFORNIA STATE PERSONNEL BOARD

BOARD MEETING

January 11, 2005

Informal Hearing

**State Workforce
Representation of Persons
With Disabilities**

Official Transcriber: Patricia Ricci

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P R O C E E D I N G S

JANUARY 11, 2005 SACRAMENTO, CALIFORNIA 1:00 P.M.

MALE SPEAKER: Madam Clerk, are we on the record?

FEMALE SPEAKER: We are indeed, Sir.

MALE SPEAKER: Ladies and Gentlemen, we welcome you for this public session.

The next item on our agenda is a very important one and we want you to know that we take very seriously the issue that you're going to address and to enlighten us on. We feel that if we do the right thing at the state level, we send a message to municipalities across the state and to all units of government that the state takes seriously this issue and we want to make certain that not only state departments, but departments at the municipal level are taking seriously this issue and are doing something to ensure that we have equitable representation in all of the department work forces involving persons with disabilities.

So we welcome you here for this. Who is to lead off?

MS. EIDAM: That would be me, Sir.

MALE SPEAKER: And your name?

MS. EIDAM: I am Matilda Eidam (phonetic).

MALE SPEAKER: Eidam?

MS. EIDAM: Yes.

MALE SPEAKER: Welcome, Matilda Eidam.

MS. EIDAM: Thank you. I'm also very enthusiastic and excited to sit before the Board today to talk about what I agree is a very important issue.

1 We have an esteemed Panel who will also provide
2 additional information in terms of kind of giving you a
3 barometer of how things are in state service and how things
4 could be. So I'm very excited to introduce the panelists that
5 will do some enlightenment and also address what we are doing
6 at the State Personnel Board to address this very important
7 issue.

8 So if I can begin by introducing the panel, on our
9 far right we have Sonja Merold. And Sonja Merold actually
10 began her career with the State Personnel Board, and she
11 started as an analyst in the Career Opportunities Development
12 Unit of the Affirmative Action Division at the State Personnel
13 Board. She is currently the Chief of Equal Employment
14 Opportunity office for the Department of Consumer Affairs and
15 has been so for the past five years.

16 Sonja is most proud of her office re-establishing
17 the Disability Advisory Committee and the Upward Mobility
18 Program within the Department and has been responsible for
19 creating a training course for rank and file employees that
20 includes the topics of non-discrimination, sexual harassment
21 prevention, ADA and FEHA issues as well as diversity in the
22 work place.

23 Since July of 2001 Sonja has also served on the
24 steering committee for the California Civil Rights Officers
25 Council. She is a graduate of California State University of
26 Sacramento where she received a Bachelor of Arts with a degree
27 major in Spanish and a minor in bi-lingual education.

28 And Sonja will be addressing the Board today to talk

1 a little bit about some successes that the Department of
2 Consumer Affairs has experienced in their efforts to increase
3 and improve the parity figures for representation of persons
4 with disabilities in the work force.

5 Next we have Dr. Catherine Campisi. And she has
6 served as the Director of the California Department of
7 Rehabilitation since December of 1999. She comes to this
8 appointment with over 25 years of experience in various
9 aspects of policy, program development, and administration of
10 programs and services to increase the equality of opportunity
11 for persons with disabilities.

12 Prior to her appointment Dr. Campisi served as Dean
13 of Student Services and Statewide Coordinator of the Disabled
14 Student Services at the Chancellor's Office of the California
15 Community Colleges. She has also served at the California
16 Department of Rehabilitation as the Assistant Deputy Director
17 for transition programs and services and Deputy Director of
18 Independent Living and Technology. Catherine has also been in
19 a leadership capacity in various disability-related
20 professional and advocacy organizations.

21 Director Campisi, who acquired her disability at age
22 10, received a doctoral degree in social psychology from the
23 University of Missouri at Columbia. During her employment
24 preparation, she was a client of the Illinois and California
25 Departments of Rehabilitation.

26 And finally, our third panelist is Linda Rogaski,
27 and she serves as a section manager for the field support and
28 accessibility section of the work development branch of the

1 Employment Development Department. Part of her responsibility
2 is providing policy support to the Governor's Committee on
3 Employment of People with Disabilities as it implements AB925.
4 And I'll leave that to her to talk a little bit about 925 and
5 its impact.

6 Ms. Rogaski has a long history in implementation of
7 work force development policy. She was staff to a State Job
8 Training Coordinating Council, the policy recommending body
9 for the Job Training Act. She participated in development of
10 the vision of the One Stop Career Center System in California.

11 And when the Work Force Investment Act was
12 implemented, Ms. Rogaski was interim staff to the California
13 Work Force Investment Board.

14 So I hope you all join me in welcoming our esteemed
15 panel today and if we can go ahead and get started, we'll get
16 started with Linda. She'll describe a little bit about her
17 role and how her organization impacts our quest to try to
18 improve the representation of persons with disabilities.

19 But before I do that, I have been kindly reminded by
20 my executive officer that kind of as a reminder of how we came
21 to this point in time. A few weeks ago we, actually a couple
22 months now, it's more like November, we issued the Annual
23 Census of Employees in State Civil Service. And that was
24 compiled as a result of the mandate that we do this every
25 year. And as a result of gathering those statistics, it
26 became very apparent that we were falling short of the mark in
27 terms of hiring people with disabilities.

28 As a result of that, the Board has taken it on in

1 terms of a high-priority item to look at programs and
2 strategies to really improve the figures of representation.

3 Another challenge we faced is kind of the diminished
4 ability for the limited exam and appointment program to
5 operate based on cuts in funding. So we'd also need to
6 address that issue in terms of what is going on with that
7 program currently.

8 So that was the impetus behind kind of getting the
9 panelists together to come before you today and hopefully give
10 you some valuable information.

11 MALE SPEAKER: Thank you very much.

12 MS. EIDAM: Thank you.

13 MALE SPEAKER: You may proceed.

14 MS. ROGASKI: Thank you. My name is Linda Rogaski.
15 I am here representing the Governor's Committee on the
16 employment of people with disabilities which is housed within
17 the Employment Development Department.

18 I'm specifically here to talk about Assembly Bill
19 925, which is also known as the Work Force Inclusion Act.
20 This bill became effective January 1 of 2003. AB925
21 complements the Federal Work Force Investment Act in its
22 strong support for Californians with disabilities entering the
23 work force. It encourages, in fact requires increased
24 collaboration among state agencies, local agencies, businesses
25 and disability stakeholders to participate in order to improve
26 the employability rate of people with disabilities.

27 AB925 provides a coordinated focus on identifying
28 and providing services to people with disabilities who need to

1 become employed. Its goal is to expand the choices and
2 services people with disabilities face when attempting to
3 access employment services and employment through the One Stop
4 Career Center Work Force Development System. AB925 advances
5 work force inclusion, public policies, and lays the groundwork
6 for the future.

7 One of the requirements of AB925 is that the
8 secretaries of the Health and Human Services Agency and the
9 Labor and Work Force Development Agency work collaboratively
10 on issues related to full inclusion in the work force of
11 people with disabilities. It charges the Governor's Committee
12 on employment of people with disabilities to consult with and
13 advise both agency secretaries on all issues related to full
14 inclusion, including the development of a sustainable
15 comprehensive strategy.

16 The strategy is designed to bring adults with
17 disabilities into gainful employment at a rate that is as
18 close as possible to that of the general adult population.
19 The strategy is to support the goals of equality of
20 opportunity, full participation, independent living, and
21 economic self-sufficiency. The strategy is to ensure that
22 state government is a model employer of people with
23 disabilities. And the strategy is to support state
24 coordination with and participation in benefits planning
25 training and information dissemination on projects supported
26 by both private foundation and Federal grants.

27 AB925 reconstituted the Governor's Committee on
28 employment of people with disabilities to take a leadership

1 role in convening the partners to begin the dialogue on the
2 barriers faced by people with disabilities and to find the
3 solutions that overcome these barriers.

4 The Governor's Committee acts as a hub providing a
5 forum where state departments, local service providers,
6 business leaders, and the disability community collaborate in
7 developing these recommendations for this comprehensive
8 strategy that will ultimately result in an increased rate of
9 employment for people with disabilities.

10 We are very excited about being invited to
11 participate today and to work with the State Personnel Board
12 on the AB925 charge of making the state a model employer. We
13 have met with Matilda Eidam, and who is the manager of the
14 State Personnel Board's Office of Civil Rights. She has been
15 very cooperative in helping us as we understand what the
16 charge is before the State Personnel Board and before us as we
17 work toward promoting equal employment opportunities and
18 principles within all state departments.

19 And we're looking forward to continuing this
20 collaborative relationship. We are charged, the Governor's
21 Committee is charged with providing the Governor and the
22 legislature an annual report on the employment status of
23 people with disabilities in California.

24 I brought last year's, the 2004, which was the first
25 benchmark report to you folks for your information. We are
26 currently in the process of working on the 2005, and as we do
27 so we would like to offer this venue of this annual report for
28 the State Personnel Board to help in supporting the employment

1 principles for state government as you folks determine them.

2 I have also brought you a copy of the Building
3 Employment Opportunities that's being sponsored by the
4 Department of Labor, which is going to be a conference focused
5 here in Sacramento in March of this year for service providers
6 of people with disabilities. It is co-hosted by the
7 Employment Development Department, the Department of
8 Rehabilitation, and the Governor's Committee on Employment of
9 People with Disabilities.

10 And I also brought you a summary of AB925 from the
11 National Conference of Legislators, just to give you an idea
12 of what AB925 requires and charges the Governor's Committee to
13 do.

14 If there are no questions, thank you for allowing me
15 to present today.

16 MALE SPEAKER: Thank you. We will come back to you
17 with some questions I assure you. May we have the next
18 presenter.

19 DR. CAMPISI: Can you hear me?

20 MALE SPEAKER: Yes.

21 DR. CAMPISI: All right. Thank you.

22 I'm Catherine Campisi, the Director of the
23 California Department of Rehabilitation. I am very pleased to
24 be here and I'm really pleased to see the focus on this topic,
25 because as we all know, people with disabilities want to work.

26 Surveys have shown over and over that many people
27 with disabilities who are not employed have the ability to
28 work and we want to join the work force to become tax payers

1 and to become active participants in the social and economic
2 advancement of our state and our nation.

3 Personally I can remember many, many years ago now,
4 before I had any gray hair, I was on Social Security
5 supplemental income myself for a short period of time. And I
6 remember how proud I was of being able to go to work and being
7 able to not utilize those benefits anymore.

8 And now I'm one of those people that loves to
9 complain about paying taxes. But that was many, many years
10 ago.

11 And I have to tell you there's many, many people
12 with disabilities who really look forward to that opportunity.
13 In fact, I was talking with Mike Ziegler the other night at
14 the state of the state, and Mike is the President of Pride
15 Industries, a very large entity employing people with
16 disabilities. And he said many of his consumers come to him
17 and say, you know what, I am so proud because I got a bill
18 that came to me and that bill has my name on it and I am able
19 to pay that bill.

20 And so that is the kind of dignity and opportunity
21 that hopefully we're giving to people with disabilities. We
22 know that the state can be an excellent employer for people
23 with disabilities because it has the infrastructure to provide
24 the reasonable accommodations and supports for those of us who
25 need them in order to be effective and active workers.

26 At the Department of Rehabilitation, we have three
27 prongs of our mission. Our first and our largest mission is
28 through our vocational rehabilitation program to help people

1 with disabilities prepare to go to work. That can be a
2 variety of services. It may be training, which could include
3 college or technical training. It may be assisted technology.
4 It may be job development and placement.

5 And we work hard to try to employ many of our
6 consumers to use state government as a tool. And some of the
7 suggestions I'll share with you will help us improve as well
8 in helping our consumers go to work for state government.

9 We also help administer and support 29 independent
10 living centers throughout the state. And just for your
11 information, independent living centers are non-profit
12 organizations. It's not where people with disabilities live,
13 but they're the centers that help people with disabilities get
14 the services they need to live in the community in an
15 integrated manner.

16 Some of those independent living centers offer
17 vocational support programs, and they too try to help people
18 with disabilities get jobs in the community.

19 And the last prong of our mission is to help ensure
20 equality of opportunity for persons with disabilities. And
21 through that, and with me in the audience is Mike Paravania
22 (phonetic) our Chief of our Disability Access Section. We
23 have worked closely with the State Personnel Board on a
24 variety of areas.

25 As the ADA has come into effect, as FEHA has
26 changed, we have worked with you. We worked together, for
27 example, for the Department of Rehabilitation, to sponsor
28 legislation which went into effect which required that for the

1 first time training on disability employment law was one of
2 the components of the training in the required manager and
3 supervisor training. So we're making baby steps forward. We
4 have a long way to go.

5 Our Department of Rehabilitation staff, we have
6 offices throughout the state, and those staff our direct
7 service counselors, provide certification of LEAP for those
8 persons with disabilities who are seeking to enter a state
9 service through the LEAP process.

10 I wanted to talk just about a few of the barriers
11 that are out there for the employment of people with
12 disabilities. And I think these apply to state government as
13 well as employment in the private sector.

14 The first is the need to continually address
15 employer attitudes. There is a lot of fear about employing
16 people with disabilities. There is a lot of stereotypes about
17 the abilities of people with disabilities. And we need to
18 keep working on the awareness, that the data in several
19 studies over a long period of time continues to show that
20 workers with disabilities in fact often have lower absence
21 rates, stay in jobs longer, and provide at equal levels to
22 those persons without disabilities.

23 Also, because of some of the attitudes either
24 perceived or real, there are a number of situations where
25 people with disabilities don't choose to disclose their
26 disability. And so in fact this can present problems to us in
27 the self-report and the survey data that we look at, because
28 unless you require a reasonable accommodation on the job, you

1 may not choose to disclose your disability just because of
2 your perceived fear of how people may see you once they
3 identify you as a person with a disability.

4 So that continued awareness needs to be worked on by
5 each and every department and whatever the Board can do to
6 help model that is greatly appreciated.

7 There are some real issues related to benefits,
8 which are issues for persons with disabilities. Thank
9 goodness at the Federal level and at the state level we're
10 making progress in this area.

11 And examples in this area is that prior to some of
12 the changes in the law a few years ago, if a person with a
13 disability went to work, they could lose access to their
14 Social Security, their MediCal health insurance. And if they
15 are a person who needed personal assistance services, or
16 what's called attendant care, someone to help them get up in
17 the morning, get dressed in fact to go to work, get back in
18 bed at night to get some rest so they can go to work the
19 following day, when they earned income they could lose those
20 benefits.

21 And so some people with disabilities felt that they
22 could not afford to go to work. Well happily there have been
23 significant improvements at the Federal level in work
24 incentive areas in the Social Security Administration which
25 make that much more possible for people to go to work.

26 In addition, in California we have a program not
27 well enough publicized, but which we're working as active
28 partners, the Governor's Committee is working as active

1 partners, called the Working Disabled Program. And it's a
2 program where a person with a disability can earn up to 250
3 percent of poverty level income for their county and still
4 maintain their eligibility for MediCal benefits.

5 So it's not such an issue in state government,
6 because you're going to get state health insurance, but it
7 certainly is an issue if, for example, you went in as a
8 temporary worker and you may not have the job on a permanent
9 basis. It's also a significant issue in the private sector,
10 just for your background information to understand why there
11 is such unemployment among people with disabilities.

12 Obviously for the state, the hiring freeze of late,
13 the inability to bring in new hires to the state has impacted
14 everyone. And obviously people with disabilities as being,
15 you know, one of the most recent groups trying to recruit, has
16 been affected by that as well.

17 Some strategies that I would like to suggest to you
18 all, and I would like to offer the department as an active
19 partner in whatever efforts you do, because we are also active
20 partners in the implementation of AB925, to work with you to
21 develop ideas to increase persons with disabilities' level of
22 employment in state government. But a few of the strategies
23 would be, when you have open examination notices, because I
24 think if we're talking about bringing new people into the
25 system, then we have to focus on where you have open exams,
26 because otherwise you're talking about the same pool of people
27 and kind of moving them from department to department.

28 But where you have open exam notices, if those could

1 be shared electronically with some of the target agencies that
2 have ready-to-work employees, potential employees, and those
3 would include vocational rehabilitation. They would include
4 the college and university disabled student services programs.
5 They would include the State Disability Advisory Committees.
6 And they would include the disability navigators at the one
7 stops.

8 If those open exam notices could just be shot out
9 electronically, then we could all take the responsibility for
10 getting them out to potential employees that might be able to
11 take those exams.

12 The other things would be when you have a department
13 that's especially going to have open exams or even open
14 positions, because people with disabilities, another critical
15 area has not only been getting into the system but being able
16 to promote as well, is to offer diversity job fairs or
17 disability job fairs.

18 If you offer a diversity job fair to make sure that
19 disability is included in that effort. And to either do it on
20 your own or particularly to partner with some other people I
21 see in the audience, such as disabled in state service or the
22 statewide disability advisory committees in those efforts.

23 And again, the Department of Rehabilitation and our
24 partners, who are everything from high school special ed
25 programs to the college and university programs to mental
26 health, to community based organizations serving people with
27 specific disabilities, if a department or departments offers
28 some disability job fairs or diversity job fairs that include

1 disability, believe me, we will spread the word and get people
2 to those job fairs.

3 Another effective strategy that we have used at the
4 Department of Rehabilitation and that I would encourage you to
5 encourage departments to use is that of student assistance.
6 Often times coming in as a student, which again would require
7 partnering with the college and university disabled student
8 service programs, lets both the department and the student
9 know if state government might be a good fit for them. It
10 allows the student to come in, again sort of on a temporary
11 basis, a part time basis. It lets the department see if that
12 person can work in that environment. It gives them a chance
13 to practice work and get their reasonable accommodations set.

14 And then as they move towards graduation and
15 completion of their training, if there is an effective
16 partnership there, they can possibly move on to being a
17 permanent hire. In addition, it allows them to get familiar
18 with the complexities of the State Civil Service system. And
19 I know to us they seem routine, because we have been in it for
20 many years. But I can't tell you how many people outside the
21 system I talk to, including people with disabilities, who
22 simply don't have a clue about what it means to take a state
23 exam or where do you go to take a state exam, what a state
24 exam is compared to an interview.

25 And so using the student assistant process can help
26 demystify that whole process. The last thing that I would
27 like to suggest is to develop actually a tool kit to have the
28 State Personnel Board to develop a tool kit with some of these

1 strategies flushed out in more detail that you could have
2 available as a resource perhaps on your website, and could
3 perhaps really encourage those departments who show
4 significant under-representation to develop plans using some
5 of the ideas in the tool kit to increase representation of
6 people with disabilities in state government.

7 As I said, we're very happy to partner with you in
8 these efforts. We thank you for the attention to this matter,
9 and I, too, would be happy to try to answer any of your
10 questions when we're finished.

11 MALE SPEAKER: Thank you for your excellent
12 presentation. May we have the next? We're going to let you
13 continue to make your, get through the presentations and then
14 we'll deal with questions, all right. You may proceed.

15 MS. MEROLD: Thank you. Thank you for the
16 opportunity for being here this afternoon. When we found out,
17 when the Department of Consumer Affairs found out that we had
18 exceeded our goal for representation for persons with
19 disabilities, we were certainly delighted.

20 MALE SPEAKER: You're one of the few.

21 MS. MEROLD: And so when we were asked to make a
22 presentation and provide you with some reasons for our
23 effectiveness in reaching this goal, I certainly don't want to
24 discount some of the other state agencies that are doing
25 similar things.

26 And if it's redundant for them to be in the audience
27 and hear them I apologize. But this is what's working in the
28 Department of Consumer Affairs at this time. And

1 coincidentally there are 11 points, and I'll try to go through
2 them briefly.

3 The first one is that we have a commitment from our
4 executive office. Our director is strongly committed to
5 hiring persons with disabilities. In 1999, before the current
6 director came into office, we did reestablish our Disability
7 Advisory Committee. There hadn't been one for 10 years, so
8 that was quite an accomplishment.

9 Our current director, Charlene Zettle, has made it a
10 priority to attend a Disability Advisory Committee meeting and
11 to find out exactly what the group is up to. And by her
12 presence she has certainly ignited the group.

13 We also have a commitment from her in our current
14 process for ADA compliance, our ADA compliance project, self-
15 evaluation project, is currently ongoing. And she wrote a
16 memo to all the managers and supervisors in the department
17 expressing her support and commitment to this project.

18 She also requires quarterly reports that outline
19 what our activities have been during that particular quarter
20 in hiring and promoting persons with disabilities.

21 Our second major responsibility, and I believe
22 success, has been a coordination between our EEO office, who
23 has the ADA coordination responsibility certainly, and our
24 Office of Human Resources. We partnered with them to develop
25 a new reasonable accommodation policy.

26 We also have a LEAP coordinator in both offices, and
27 we coordinate the activities to provide information to
28 departmental employees about the LEAP program.

1 We currently are updating our duty statements in
2 compliance with ADA regulations identifying our essential and
3 marginal functions for each position.

4 Our third point basically is the limited examination
5 appointment LEAP program. As you know this has been one of the
6 major tools for us in hiring persons with disabilities. At
7 one time the Department of Consumer Affairs was recognized by
8 the State Personnel Board and the State Disability Advisory
9 Council for having the most LEAP hires in state government,
10 and that was 2000/2001. We had 19 LEAP hires.

11 We encourage all of the hiring authorities in the
12 department to utilize the LEAP list. To date we have had,
13 since the hiring freeze is over, we have had seven LEAP hires.

14 Another point, point four, mandatory training. Our
15 office has trained over 2600 Department of Consumer Affairs
16 employees and one of the key components of that training was
17 to present a video to them. It's The Ten Commandments of
18 Communicating with Persons with Disabilities. I don't know if
19 you've seen it. If you haven't it's excellent. It provides
20 some sensitivity and awareness to the needs of persons with
21 disabilities.

22 We also trained our managers and supervisors in the
23 needs of persons with disabilities, protective leaves of
24 absence, ADA, all of the legal requirements before the
25 legislation came out requiring the training be mandatory.

26 As I mentioned, we're currently involved in the self
27 evaluation plans to complete and update our transition plan
28 that's required by ADA. We're overseeing and coordinating

1 that responsibility with over 40 entities within the
2 department.

3 The Department of Rehabilitation, Michael Paravania,
4 who is in the audience and said I could mention his name if I
5 wanted to, has been instrumental in providing technical
6 expertise and updating the self-evaluation surveys that need
7 to be completed to assess the policies, programs, and services
8 and how these impact persons with disabilities.

9 We're currently also working on website
10 accessibility. Government Code Section 11135 requires that we
11 provide alternative formats, alternative documentation. And
12 each one of our web pages for all our 40 entities within the
13 Department of Consumer Affairs, each page on each of their
14 websites has a disclaimer that says a statement that
15 identifies that there is a contact person who will assist them
16 to get an alternate format if it's necessary.

17 Our EEO office also has an intranet web page that we
18 provide information to all our employees about current events,
19 the Disability Advisory Committee, and any activities related
20 to those areas.

21 Speaking of our Disability Advisory Committee, we
22 have a lot of high visibility within the department. We
23 participate in providing information to all our employees on a
24 monthly basis in a monthly newsletter, providing information
25 about different kinds of illnesses or different health related
26 articles.

27 We also participate and have a booth at the Caesar
28 Chavez Park during the October National Disability Awareness

1 Month. We provide brochures and information about consumer-
2 related issues as well. We participate in the monthly state-
3 wide Disability Advisory Council meetings.

4 We've taken a lead in also conducting the self-
5 certification survey. The State Personnel Board's Disability
6 Survey that needs to be conducted every five years was
7 basically sponsored by our Disability Advisory Committee.
8 Rather than have the surveys sent through our personnel office
9 or EEO offices, we ask that our employees send them through
10 the Disability Advisory Committee. This certainly took away
11 some of the fear or concern that employees may have had about
12 disclosing whether or not they have a disability.

13 The Department of Consumer Affairs has also recently
14 reestablished our upward mobility program, and that, as you
15 know, promotes equal employment practices for DCA employees.

16 We've provided career ladders, and this includes
17 opportunities for LEAP candidates and other employees within
18 the department.

19 We're working with our business services office in
20 an emergency evacuation plan. We have emergency aides to
21 assist persons with disabilities.

22 We're in the process of putting together a
23 confidential self-identification survey for all our employees
24 to identify if they have a special need when an emergency, if
25 and when an emergency occurs.

26 So those are just a few of the things we're doing.
27 If you have any questions I'll be happy to answer them.

28 MALE SPEAKER: It appears to me that you're doing

1 some excellent things.

2 What we want to do now is to afford an opportunity
3 for members of the Board to ask any questions of you they may
4 choose to do. We have set aside an hour and 15 minutes for
5 this hearing and we still have I think ample time to
6 accommodate our needs.

7 We would like to afford anyone in the audience an
8 opportunity to make a brief statement, and I do mean a brief
9 statement, and ask any question that you may choose to ask.

10 But before doing that, why don't we give members of
11 the State Board an opportunity to raise any questions with you
12 they may choose to do so. Are there any questions? Ron?

13 MALE SPEAKER: Yes, Mr. President, thank you. Thank
14 you very much for your presentations. It was very
15 informative. I have maybe two, maybe three questions.

16 One, Dr. Campisi, you mentioned the cooperation of
17 the outreach with the schools, specifically with the colleges.
18 How extensive is that statewide? How much do we do that right
19 now, in general, and has it, in your view, has it declined as
20 our outreach? Has our cooperation with the colleges and
21 universities gone down over the last few years or is it about
22 the same?

23 DR. CAMPISI: You know, I really, I would not be
24 able to answer for the State Personnel Board, and I think one
25 of the things that you're going to have to look at is, you
26 know, is there a way to encourage that centrally, or does that
27 have to be sent out as a suggestion and each department
28 undertake that.

1 My opinion is that it's a very underutilized
2 activity to reach out to particularly the disabled student
3 service programs in the colleges and universities. And we
4 certainly do it at rehab, in fact we have some cooperative
5 programs with them, but they're one of our most integral
6 partners.

7 So you know, it may be that the further a department
8 is away by function, you know, from sort of a human service
9 support, they may do less.

10 I really, I can't answer that at this point for the
11 other (indiscernible).

12 MALE SPEAKER: The DOR, you do it extensively and
13 partnered it?

14 DR. CAMPISI: Yes, yes.

15 MALE SPEAKER: Matilda, have we ever looked at that?
16 Have we ever looked at that from a statewide viewpoint on how
17 we're doing in trying to get other departments to work with
18 colleges and universities on outreach?

19 MS. EIDAM: In terms of kind of historical, there
20 was probably much more of that in the early days of the
21 implementation of the limited exam and appointment program,
22 because as Catherine mentioned, it's an excellent vehicle for
23 new graduates entering into state service in the open exams to
24 try to utilize that protocol. I know that has diminished over
25 time, and I think it's actually a function of the diminished
26 resources and the capability for being able to do those kind
27 of outreach functions.

28 But I know in the initial phases of the LEAP

1 Program, there was a lot more of that kind of collaboration
2 with the colleges and at the very least recruitment arenas to
3 try to get talent to take some of these LEAP exams that we
4 offer.

5 MALE SPEAKER: Well, if it wouldn't be too much to
6 ask, maybe over the next year or so we could take a look at
7 that if there's no objections, or Floyd, if you think that
8 might be a good idea. I think just to try to pick up from the
9 other departments what everybody does.

10 DOR obviously has a very good track record and are
11 very close to it. We haven't had too many large job fairs
12 lately in the state.

13 But I guess historically for anybody, were the
14 departments a part of that in terms of participating in terms
15 of attracting jobs for the disabled, to try to get disabled
16 focus in those job fairs? I mean, the last one I think I
17 remember that we were involved with was probably three years
18 ago or so at Cal Expo, and I know that the budget has had an
19 impact on that sort of thing, but I guess, again historically,
20 were those a mechanism that you could use and was it
21 successful?

22 DR. CAMPISI: In the past, and going back a number
23 of years, as you say, more than three years ago. And I think
24 we all have to take into account that the economy and the
25 state of the state has had a major impact on hires generally.

26 MALE SPEAKER: Sure.

27 DR. CAMPISI: But I can remember a time when there
28 were a significant number of departments recruiting at, and I

1 can remember specifically some disabled in state service job
2 fairs where it was specifically targeted to that population.

3 I think, I don't know that departments ever had the
4 resources to actually follow up on exactly how many hires
5 resulted, but it certainly resulted in a whole lot of
6 connections being made and people then having the opportunity.

7 And many of the times in years past they actually
8 would do some mock interviews there for people with
9 disabilities. Disability organizations, I know the
10 Independent Living Center volunteered and Rehab volunteered to
11 set up an area where people could do mock interviews.

12 Some workshops on how do you enter state services,
13 you know, so maybe some, if we ever get to the point where we
14 have the resources, some collaborative efforts that again
15 would allow us to utilize those tested strategies from the
16 past.

17 MALE SPEAKER: And I think, if I could pick up on
18 that, I think that's the key in times when the economy isn't
19 so great or when we're just trying to be more fiscally
20 responsible.

21 That collaborative effort that you pointed out, Dr.
22 Campisi, might be something that we all look at that are like,
23 rather than one department doing its thing and another
24 department doing its thing, hey, let's all get together and
25 see what we're all doing and how can we combine our resources
26 and try to make it more effective overall.

27 One more observation or question, if I could,
28 Mr. President, then. I see on the sheet, just observing

1 there's about a 50 percent drop, and I'm not picking on any
2 department, it's just kind of from '03 to '04, same time
3 period, 50 percent drop in the disabled representation, for
4 example, in the Highway Patrol, at least by percentage-wise.
5 Just about the same 50 percent drop in mental health and
6 prison terms.

7 Is there anything specifically going on, and again
8 I'm not picking on the departments. I don't know, but is
9 there something? Those seem to be significant drops, very
10 significant drops in those three departments.

11 MS. EIDAM: There is a key thing going on. In terms
12 of the prior year evaluation of the statistical information,
13 it was based on the 1990 US Census data. The 2000 Census data
14 hadn't yet been compiled by the Federal Government so we
15 didn't have access to the data.

16 So actually what the representation is from last
17 year's figures to this year's, actually representing a 10-year
18 change, because the current year we actually used the 2000
19 data which, in which the persons with disability
20 representation has risen in the labor force.

21 So where a department may have been compliant based
22 on the 1990 data, they fell way short when they were compared
23 to the 2000 Census data. So that was the big --

24 MALE SPEAKER: So it's difficult then to read into
25 these numbers, like a drop from 25.3 to 12.7 given that
26 backdrop.

27 MS. EIDAM: Given the fact, yes.

28 MALE SPEAKER: Okay, Matilda, thank you. Okay.

1 MALE SPEAKER: Further questions?

2 FEMALE SPEAKER: Yes, I have a couple questions, Mr.
3 President, thank you.

4 First of all, I'd also like to thank the Panel for
5 participating today and giving us some very valuable
6 suggestions and recommendations as how we can enhance our
7 employment opportunities for the disabled.

8 With that, I have a couple of questions, one for Dr.
9 Campisi with regards to the usage of student assistance, which
10 I think is a very pragmatic approach to how we can integrate
11 more disabled into our full-time positions. I was curious as
12 to who would coordinate this effort or how is this effort
13 coordinated?

14 DR. CAMPISI: Again, I would rely on Matilda, but
15 from my knowledge and how we use student assistants, you know
16 each department, obviously assuming they have positions and
17 the budget, can hire student assistants. So again it would be
18 back to this linkage of when a department is looking to hire
19 student assistants for them to think about one of the outreach
20 places to find them would be to go to their college and
21 university disabled student service programs and say we have
22 student assistants in these areas, here's the kinds of skills
23 we're looking for. And then try to match up their students
24 with disabilities majoring in those specific areas who may
25 want to come in and work part time as a student.

26 So I think it would have to be department by
27 department.

28 FEMALE SPEAKER: Department, I thought there was in

1 existence some sort of centralized --

2 DR. CAMPISI: No, but I think giving people the
3 strategy and kind of a walkthrough how you would do the
4 process, some departments may need that level of assistance.

5 FEMALE SPEAKER: Thank you. And Ms. Merold, in
6 terms of your video which I was very interested in, The Ten
7 Commandments to Communicating with the Disabled, how was this
8 video produced and, you know, who has this video, and is it
9 distributed statewide, I mean to all the agencies? Could you
10 give me a little bit more information on that?

11 MS. MEROLD: I can't give you the name of the person
12 who actually put it together, but we did receive it from the
13 Governor's, it was recommended by the Governor's Committee.

14 And on hiring persons with disabilities, one of the
15 basic premises of it is it provides opportunities for persons
16 who aren't familiar with how to communicate effectively to
17 really have some very practical skills and some very common
18 sense ideas.

19 FEMALE SPEAKER: I guess I was just interested in
20 how you got a hold of this video and if it was distributed to
21 all the state departments and agencies or just yours in
22 particular.

23 MS. MEROLD: We purchased it after a recommendation
24 by the Governor's Committee.

25 FEMALE SPEAKER: And lastly, I wanted to ask Mr.
26 Shimemura (phonetic), is there any way that we can communicate
27 to the different departments and agencies the information that
28 we were able to gather from this meeting today, to different

1 departments, find a way to disseminate some of the
2 recommendations or post it on the website, because I think
3 there are some very valuable suggestions.

4 MALE SPEAKER: I'll be working with Matilda to
5 figure out how to get this information out. But I also think
6 if we work with the Governor's Committee, maybe Linda has
7 already developed some kind of mechanism for getting
8 information out. You might want to address the question to
9 Linda.

10 FEMALE SPEAKER: Okay, Linda?

11 MS. ROGASKI: No, we don't.

12 FEMALE SPEAKER: Putting you on the hot --

13 MS. ROGASKI: We are in the process right now of
14 trying to develop a mechanism that will have multiple venues
15 for people to access information. The Governor's Committee
16 does have a website that is on the Employment Development
17 website, but it's not the easiest one to find.

18 So we are working with the Employment Development
19 Department to see if we can pull that up so that you can have
20 more, it's going to be easier to access. So we are working on
21 that right now.

22 FEMALE SPEAKER: Thank you.

23 MALE SPEAKER: All right, further questions? Let me
24 make a suggestion. Many of us were very displeased with a
25 piece of legislation passed in this state a few years ago --

26 (Thereupon, the tapes were turned over.)

27 MALE SPEAKER: There is nothing legally in 209,
28 there is (inaudible) about 20 years ago. We became concerned

1 at what we perceived -- I had the privilege to work in the
2 Bradley Administration for 20 years as his deputy and we were
3 concerned with what we perceived to be a lack of sensitivity
4 on the part of the department heads to this issue of
5 disability. And we decided to do something about it.

6 It was very, very effective. There were 32
7 departments in the city at that time, and we did an analysis
8 which showed that I think somewhere around five or six percent
9 of the departments were really doing anything about this
10 issue. I'm talking about employing persons with disabilities.

11 And Tom Bradley had been a member of the city
12 council for 10 years before becoming mayor and we had a good
13 relationship with the city council, so we persuaded the
14 council to give the mayor the authority to deny raises to
15 department heads who did not meet the standards that we set.

16 Now stay with me on this, because this is important.
17 And we simply transmitted a memorandum to the department heads
18 that they were not going to get a raise, an annual raise, and
19 that's important to, you call them chief executives here in
20 the state.

21 And the number went from like five percent the first
22 year to something like 75 percent after that action was taken.

23 I think it would be helpful, Matilda, if you would
24 codify the recommendations coming from this committee and
25 transmit them to the State Personnel Board and incorporate
26 this suggestion that I'm discreetly passing along to you.

27 And let's see what we can do with the Governor in
28 terms of asking him to use the power of his office to deny

1 raises to CEOs who fall behind the Department of Consumer
2 Affairs. I think the -- No, I'm very serious, ladies and
3 gentlemen. I was serious when I said at the outset that this
4 is an issue we take seriously.

5 It was my pleasure and privilege, it seems like it
6 was 90 years ago, but it hasn't been that many, when this
7 legislation was being put together under the direction of a
8 man who had served as Governor of the State of Oregon, Arthur
9 Flemming. Some of you may remember him who served as the,
10 well, let me leave that alone. But a very fine man, a
11 Republican Governor, by the way, who was one of the most
12 principled, sensitive men that I have ever had the pleasure to
13 meet.

14 So because I was involved with some people in
15 helping to write this legislation, I'm talking about the
16 Federal legislation, it has always been important to me, and I
17 know it's important to you.

18 And it's high time that we did something about it.
19 We were shocked, Matilda, when we saw those figures. I want
20 you to know that. I'm talking about the figures here in the
21 state, these departments and where they are.

22 And my good colleague, Ron Alvarado, may not want to
23 beat up on some of them, but I want to beat up on some of
24 them, that's where I am, to do whatever we need to do to turn
25 these figures around. So can you do that? Just put these
26 recommendations together, coming from the Committee, transmit
27 them to the State Personnel Board.

28 Then you place the ball in our court to see what we

1 can do. And we have every reason to believe that the Governor
2 will be responsive, for a whole lot of reasons, to what you
3 people are about here today. All right?

4 FEMALE SPEAKER: Absolutely. And if I might add, if
5 we can add to that a recommendation that we do a fortification
6 of the limited exam and appointment program. That program has
7 been greatly impacted by the decreased funding.

8 And we were recently able to hire a part-time person
9 to kind of manage the flow of traffic, in terms of the
10 administrative functions, but there's so much work that needs
11 to be done in terms of getting out to the departments and
12 talking to supervisors and managers that don't have an
13 understanding how to utilize the list, how to promote it in
14 the community-based organizations, so they have an
15 understanding that the state is a friendly place, a good place
16 to work for persons with disabilities.

17 There needs to be much more promotion, much more
18 understanding in terms of what's available and capable, and
19 expansion of the program.

20 So if I could just add that in terms of a pitch as
21 something that has been highly effective in the past that we'd
22 like to see.

23 MALE SPEAKER: That's not an if, do it, it doesn't
24 have to be an if, just do it.

25 FEMALE SPEAKER: Thank you.

26 MALE SPEAKER: Is there anyone in the audience who
27 would like to make a statement or recommendation on this
28 issue? It's a very important, sensitive one, and we would

1 afford you an opportunity to do so at this time.

2 Hearing none, any further questions or comments?

3 FEMALE SPEAKER: I just want to compliment the Panel
4 on the work, and I think the list of suggestions, I know I
5 took notes in terms of some of the ideas.

6 Certainly, Sonja, I agree in terms of the commitment
7 from the top I think is a key one, as well as the director was
8 saying, the education and the awareness issue, I think, is an
9 important one.

10 So I think some of those things that we could do
11 would be very good. And I know the Board is, you know,
12 unanimously committed to this issue and being able to do
13 something.

14 MALE SPEAKER: And who has the tape, the Governor's?

15 MS. ROGASKI: I have the tape.

16 MALE SPEAKER: That would be great to borrow a copy.
17 I'd love to see it.

18 MALE SPEAKER: That ought to be included in the
19 recommendations. We ought to transmit that tape to each of
20 the state departments with a mandate that it be reviewed and
21 that they be prepared. I'm sure there are some excellent
22 recommendations. I have not seen it. How long is the tape?

23 MS. ROGASKI: About 25 minutes long. It's a first
24 look at how to deal with people with disabilities. It's very
25 funny, it's very --

26 MALE SPEAKER: A good tape, we take it.

27 MS. ROGASKI: Yes.

28 MALE SPEAKER: Ladies and gentlemen, thank you so

1 much for coming and we welcome the opportunity to follow
2 through on the recommendations that you have made. Thank you
3 very much.

4 DR. CAMPISI: Thank you for asking us.

5 MALE SPEAKER: Thank you.

6 (Thereupon, the hearing was adjourned.)

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CERTIFICATE OF TRANSCRIPT

I, Patricia Ricci, as the Official Transcriber,
hereby certify that the attached proceedings before the
California State Personnel Board,

BOARD MEETING**January 11, 2005****Informal Hearing****State Workforce
Representation of Persons with Disabilities**

were held as herein appears and that this is the original
transcript thereof and that the statements that appear in this
transcript were transcribed by me to the best of my ability.

I further certify that this transcript is a true,
complete, and accurate record of the tapes provided in the
above-entitled proceeding.

Patricia Ricci
January 20, 2005
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